# Position Details

## CSIRO Early Research Career (CERC) Postdoctoral Fellowship– CSOF4

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| The following information is for applicants | |
| Advertised Job Title | CSIRO Postdoctoral Fellowship in Precision mHealth |
| Job Reference | 77462 |
| Tenure | Specified Term of 3 years  Full-time |
| Salary Range | AU$89,926 to AU$98,504 pa (pro-rata for part-time) + up to 15.4% superannuation |
| Location(s) | Brisbane, QLD (Sydney and Adelaide may be considered) |
| Relocation Assistance | Will be provided to the successful candidate if required |
| Applications are open to | * Australian/New Zealand Citizens and Australian Permanent Residents * Australian temporary residents currently residing in Australia (visa sponsorship may be provided to eligible candidates) |
| Position reports to the | Project Leader |
| Client Focus – Internal | 80% |
| Client Focus – External | 20% |
| Number of Direct Reports | 0 |
| Enquire about this job | Marlien Varnfield, [marlien.varnfield@csiro.au](mailto:marlien.varnfield@csiro.au) |
| How to apply | Apply online at <https://jobs.csiro.au/>  Internal applicants, please apply via **Jobs Central**  If you experience difficulties when applying, please email [careers.online@csiro.au](mailto:careers.online@csiro.au) or call 1300 984 220. |

### Role Overview

**CSIRO Early Research Career (CERC) Postdoctoral Fellowships** provide opportunities to scientists and engineers who have completed their doctorate and have less than three years of relevant postdoctoral work experience. These fellowships aim to develop the next generation of future leaders of the innovation system through:

* A differentiated career development program to deliver capability excellence and breadth across all facets of the national innovation system.
* Research training via strategic research and development projects with a clear focus that will deliver real impact through science and engineering excellence;
* An innovative culture supporting the development and demonstration of original thinking and expertise leading to peer recognition; and
* Opportunities to develop skills and experience in collaborative research teams to effectively work within national and global multi/transdisciplinary and multi-stakeholder environments.

CERC Postdoctoral Fellows **are appointed for three years or part-time equivalent.**

This position involves conducting innovative research in the design and implementation of mobile health solutions, with a focus on behavioural change interventions, to manage acute and chronic medical conditions. With an emphasis on developing evidence-based personalised and individualised virtual care solutions, the role involves:

* Understanding of health systems and the implementation of mHealth technologies, the ability to analyse and incorporate novel technologies for use in acute and chronic care, and the capacity to observe emerging trends in health care delivery to influence the strategic direction of the Mobile Health Systems team, Health Services Group, and AEHRC.
* Developing a comprehensive understanding of existing research and /or commercial non-invasive sensor technologies for health and recovery tracking, including sleep tracking, mental wellbeing and energy expenditure.
* Understanding the basis and implementation of behaviour change theories
* Leading components of existing projects in diabetes, stroke and rehabilitation, and providing scientific leadership on new projects, collaborating across Australia and Internationally.
* Ensuring timely and successful delivery on key milestones of internally and externally funded projects in close collaboration with scientists across CSIRO and other Institutions
* Building and maintaining collaborations with clinical partners, including State Health Departments, Universities, and Industry partners
* Providing support to the Health Services Group of the AEHRC, via collaborative research and student engagement with specific focus on the design and implementation of behaviour change interventions to improve health outcomes.
* Mentoring and supervising students and other staff in the fields of mHealth and precision medicine.

### Duties and Key Result Areas:

Under the direction of senior research scientists and engineers in CSIRO, the successful candidate will be:

* Contributing to research and development of mobile health platforms, including development and testing behaviour change interventions
* Conducting primary research, developing study protocols, engaging in stakeholder consultation with a diverse group of clinicians, engineers, and end users, and performing analyses to derive novel insights for incorporation
* Interacting positively and working collaboratively with colleagues, partners and customers.
* Devising strategy and assuming overall scientific responsibility for research and interpretation of results
* Translating research outputs into high impact real world outcomes, including transferring knowledge to non-scientific audiences.
* Anticipating industry and/or community needs and market direction through client liaison/networking.
* Using professional expertise, knowledge of other disciplines and research experience to develop and complete a program of research.
* Publishing research results and presenting findings at conferences and meetings.
* Communicate effectively and respectfully with all staff, clients, and suppliers in the interests of good business practise collaboration and enhancement of CSIRO's reputation.
* Adhere to the spirit and practice of CSIRO's Code of Conduct, Health, Safety and Environment procedures and policy, Diversity initiatives and Making Safety Personal goals.
* Other duties as directed.

[**The CERC Postdoctoral Fellow learning and development program**](http://www.csiro.au/en/Careers/Student-and-graduate-programs/Postdoctoral-fellowships)is developed between the CERC Postdoctoral Fellow and their CSIRO supervisor. The program will focus on enhancing the Fellows' capabilities to the level expected of an independent researcher and will include on-the-job and course-based development encompassing:

* Discipline-specific techniques and protocols
* Professional growth
* Project management
* Communication and influencing skills
* Working and collaborating with others

## **Required Competencies:**

* **Teamwork and Collaboration:** Cooperates with others to achieve organisational objectives and may share team resources in order to do this. Collaborates with other teams as well as industry colleagues.
* **Influence and Communication:** Uses knowledge of other party's priorities and adapts presentations or discussions to appeal to the interests and level of the audience. Anticipates and prepares for others reactions.
* **Resource Management/Leadership:** Allocates activities, directs tasks and manages resources to meet objectives. Provides coaching and on the job training, recognises and supports staff achievements and fosters open communication in the team.
* **Judgement and Problem Solving:** Investigates underlying issues of complex and ill-defined problems and develops appropriate response by adapting/creating and testing alternative solutions.
* **Independence:** Recognise and makes immediate changes to improve performance (faster, better, lower cost, more efficiently, better quality, improved client satisfaction).
* **Adaptability:**Copes with ambiguity or situations that lack clarity. Adapts readily to changing circumstances and new responsibilities (which may include activities outside own preferences) in the interests of achieving team objectives. Recognises the need for and undertakes personal development as a result of changes.

## **Selection Criteria**

#### Essential

*Under CSIRO policy, only those who meet all essential criteria can be appointed.*

1. A doctorate (or will shortly satisfy the requirements of a PhD) in a relevant discipline area, such as clinical psychology, behavioural science, or similar.

*Please note: To be eligible for this role, you must have* ***no more than 3 years*** *(or part-time equivalent) of postdoctoral research experience.*

1. A considerable degree of originality, creativity and innovation in solving problems and introducing new directions and approaches in behavioural change interventions
2. Previous research experience implementing behavioural change techniques especially in the field of health promotion.
3. Experience in the design, implementation, and evaluation of mHealth platforms and digital health technologies..
4. Ability to evaluate, interpret and integrate complex bodies of information and draw logical conclusions, synthesise proposals and defend options with reasoned arguments.
5. A record of science innovation and the ability to lead projects focused on delivering science-based solutions for stakeholders
6. Strong and collaborative communication skills to communicate research results to clients and the scientific community through oral and written reports
7. Experience in designing and implementing human participant trials, including ethical conduct in human research
8. The ability to lead and work effectively within a multi-disciplinary, multi-location research team, and carry out independent individual research.

To be appointed as a CERC Postdoctoral Fellow within CSIRO, candidates are required to have **submitted** their PhD at the time of commencement, as a minimum requirement, if PhD conferment has not been obtained. If a candidate has submitted, but their PhD has not yet been formally attained, the starting salary will be CSOF4-1 ($87,068). Upon CSIRO receiving written confirmation that the PhD has been awarded (within a six month period from commencement date), the salary will be increased to the negotiated level and the difference will be back-paid to the Officer’s start date.

Special Requirements

* The successful candidate will be asked to obtain and provide evidence of a National Police Check or equivalent. Please note that people with criminal records are not automatically deemed ineligible. Each application will be considered on its merits.
* If the successful candidate is not an Australian Citizen or Permanent Resident, they may be required to undergo additional security clearances, including medical examinations and an international standardised test of English language proficiency (i.e. IELTS test, https://ielts.com.au/).

**Our value proposition**

We want CERC Postdoc Fellows to join our world-class science, engineering, and digital teams to solve big, complex problems that make a real difference to the future of Australia and the world.

You'll get to work with some of the most talented minds in their fields, not just in Australia but also in the world. At CSIRO, we spark off each other, learn from each other, trust each other and collaborate closely to achieve more than we could individually.

CSIRO Early Research Career (CERC) Postdoctoral Fellow Experience Employee Value Proposition (EVP). Find out more [here](https://www.csiro.au/en/careers/postdoctoral-fellowships)!

## **About CSIRO**

We solve the greatest challenges through innovative science and technology. To find out more visit us [online](http://www.csiro.au/)!

**About The Australian e-Health Research Centre (AEHRC)**

Find out more about CSIRO [AEHRC](https://aehrc.csiro.au/).